



**CITY OF LODI  
COUNCIL COMMUNICATION**

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**AGENDA TITLE:** Presentation of Proposal by Bill Mathis and Associates and Selection of Facilitator for Team-Building Sessions with Council Members.

**MEETING DATE:** December 17, 2003

**PREPARED BY:** Deputy City Manager

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**RECOMMENDED ACTION:** That following a presentation by Dr. Bill Mathis of Bill Mathis and Associates, Council select a facilitator to conduct team-building sessions.

**BACKGROUND INFORMATION:** On July 30, 2003 Council Members agreed that a facilitator should be brought on board to work with the Council on building better internal relations. The team-building concept was further endorsed by Council Members Land and Hansen when they volunteered to contact and interview potential facilitators.

After reviewing letters of interest from five candidate facilitators, Council Members Land and Hansen scheduled and conducted conference call interviews with four of the five candidates and one in-person interview with one of the candidates.

Council Members Land and Hansen subsequently invited both Dr. Bill Mathis and Pastor Dale Edwards to attend the November 19, 2003 Council meeting to speak with the full Council during this agenda item regarding their respective perspectives on team-building opportunities. On November 19, 2003, Pastor Dale Edwards discussed with Council his perspective on team-building strategies and offered to provide the service to the Council at no cost.

Dr. Bill Mathis was unable to attend the November 19<sup>th</sup> Council meeting and will therefore make his presentation to Council during the December 17, 2003 Council meeting.

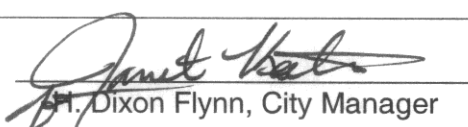
At the conclusion of the presentation Council is requested to select one of the two facilitators so that the team-building discussion can be moved forward to implementation.

**FUNDING:** \$0 - \$6,000 (to be determined) – Contingency Fund

  
Janet S. Keeter  
Deputy City Manager

JK/sl

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APPROVED:   
H. Dixon Flynn, City Manager



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## Articles

Dr. Mathis has written several articles. Please contact his office if you would like copies of any of the articles listed below. You may contact Dr. Mathis by e-mail: [rmathis1@napanet.net](mailto:rmathis1@napanet.net) or you may call, fax or mail a request to:

Mathis & Associates  
3435 Valle Verde Drive  
Napa, CA 94558  
Tel: (707)252-2151  
Fax: (707)252-1349

"7 Symptoms of the Manager in Trouble",  
*Public Management*, 1990

"Reclaiming a Balanced Life: Reinventing our Schedules",  
*Public Management*, January, 1999.

"Manager Appraisals Can Be Nothing but a Benefit",  
*Public Management*, December, 1999.

"When Is It Time to Leave? Here Are 7 Signs of When to Quit!",  
*Public Management*, April, 2000.

"When the Council is Unhappy with the Manager",

"Dr. Mathis Must Have The Patience of Job",  
*L. A. Times Editorial*, August, 2001.



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## References

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Dr. Robert William Mathis has impacted many cities and counties through the years in his expertise at getting to the core of the problems in the workplace.

Dr. Mathis is the founder of Mathis & Associates ~ a sole proprietorship. The firm's main office, located in Napa, California, provides both general management and clinical consulting services to public and private sectors. High risk, safety, law enforcement and crisis related situations are special niches of Dr. Mathis. He has consulted in the Public Sector as well as the Private Sector for over thirty years as an expert in the following areas:

- Corporate leadership
- Team Building
- Organizational analysis
- Management productivity
- Planning
- Corporate growth

Executive Services provided by Mathis & Associates staff include these areas:

- Communication skills
- Managerial Strategies
- Staff Interactions
- Personnel Testing/screening for filling new/existing position

Dr. Bill Mathis is a well-know writer and speaker; he has published articles related to City Council and its relationship to the City Manager, Symptoms of the City Manager in trouble, and When it's time for a City Manager to leave. His "whole team" concept of intermingling business consultants with psychologists brings a value-added concept to his clients. As an adjunct to other services, Mathis & Associates can assure early detection and resolution of personal crises, which insidiously damage productivity and performance in the workplace.

Dr. Mathis and his consultants offer a wide variety of services such as:

- City Manager/City Attorney Evaluation
- Team Building/Goal Setting
- Style Analysis ~ Individual/Group
- Effective Communication
- Problem Solving / Project Management
- Organization / Department Audits
- Coaching / Mentoring
- Change management Strategies
- Personnel Conflicts / Out patients Service

By way of background, Dr. Mathis holds a Ph.D. in Clinical/Industrial Psychology from the University of North Dakota at Grand Forks, a Master's Degree from the University of Portland in Oregon (Psychology), and a Bachelor's degree from the University of Puget Sound, Tacoma, Washington (Chemistry).

Mathis & Associates are members of public organizations including International Independent City Managers Association (ICMA), California City Manager's Foundation (CCMF), National League of Cities (NLC), and League of California Cities (LCC).

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## About Dr. Mathis

Dr. Mathis holds a Ph.D. in Clinical / Industrial Psychology from the University of North Dakota at Grand Forks, a Master's Degree in Clinical Psychology from the University of Portland in Oregon and a Bachelor's degree in Chemistry / Biology and Psychology from the University of Puget sound in Tacoma, Washington.

Dr. Mathis is the founder of Mathis & Associates, a sole proprietorship. The firm is currently located in Napa, California. The firm provides both general management and clinical consulting services to public and private sectors. High risk, safety, law enforcement and crisis related situations are special niches addressed through the clinical psychologists on staff.

Dr. Mathis is a well- known writer and speaker, whose published well-read articles include "When Council is Unhappy with the City Manager," " What Councils want from their Managers... but do not Tell Them," "The Business Journal," and "The 7 Symptoms of a Manager in Trouble...", " *Public Management*. He is well known throughout the United States and is frequently seen in both western and east coast cities. His "whole team" concept of intermingling business consultants with psychologists brings a "value added" concept to his clients.